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Thursday  
May 27, 2021

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# Work & Careers

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Dear subscriber,

Welcome to this week's Work & Careers newsletter, brought to you in partnership with SEEK.

There is a distinct salary theme to this week's edition. Fortunately, unless you work in an industry that has been hard hit by the pandemic, such as [Qantas](#), it is mostly good news.

The [annual salary guide from recruitment firm Hays](#) shows that about 67 per cent of employers will increase salaries in the next review, up from 45 per cent who did so in their last review. Most employers are budgeting for at least a modest increase in salaries. About 55 per cent will award an increase of up to 3 per cent, while 12 per cent will award increases of 3 per cent or more. Lawyers look set to come out the best.

A separate [survey from Robert Half](#) studied pay levels in the tech sector and pointed to sizeable increases for certain roles in Sydney and Perth. We also reveal [which of the big firms pays consultants pay the most](#) - and which the least.

Telstra may not have produced a workplace policy as bold as that of [Atlassian](#) - which is letting its staff work from anywhere - but the telco group is certainly embracing workplace flexibility. Under new rules, [office-based employees will be able to choose where and when they work](#).

I love Accenture local CEO Tara Brady's [attitude towards meetings and his morning routine](#), which emerged over a *Breakfast with the BOSS*. And there are some useful [tips for women looking to get into the tech sector](#) (and stay there). The scale of the problem is such that both companies and female candidates need to be proactive.

Sally Patten  
Editor, *BOSS*

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## Quote of the week



*I try to keep my diary as free as possible, which I know is different to most people. I feel that especially in corporate life, you're naturally drawn into a lot of internal meetings if you're not careful.*

—

It was great to sit down with [Tara Brady](#), chief executive of Accenture in Australia and New Zealand, for a *Breakfast with the BOSS*. Brady prefers to focus on the consultant firm's clients and staff rather than spending time in regular meetings. "If I do more than two meetings a day I'd be disappointed," he says. Regular exercise is also important to Brady - although he is less fussed about the implications of drinking a serious amount of coffee.

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## Rich list

[Rich List](#)

### **Meet the 20 people making their Rich List debut**

Twenty people will appear on the Financial Review Rich List for the first time when it's revealed on Friday, including seven from Australia's growing tech sector.



[Rich List](#)

## **Street cred propels Culture Kings onto Rich List**

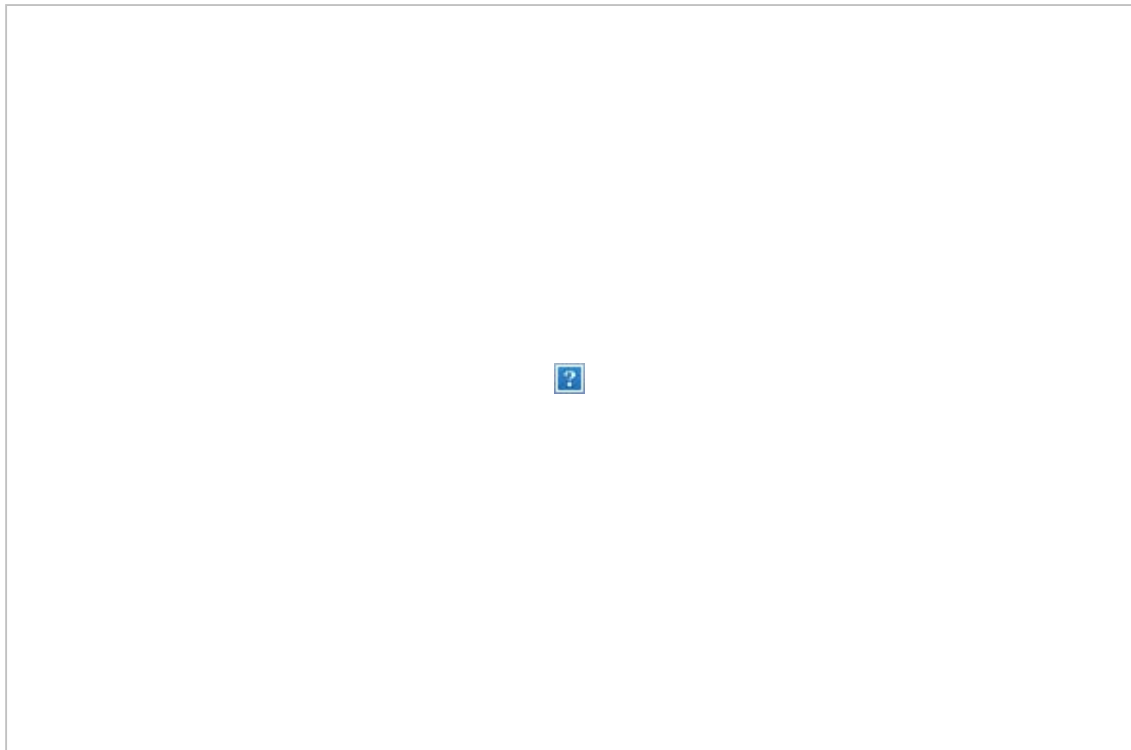
Simon and Tah-nee Beard started off selling clothes at a Gold Coast market. Now their estimated net wealth is \$626 million and Culture Kings is bound for the US.



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## **Four tips on what women can do to enter (and stay in) the tech sector**

Affinity, halo, maternal, likeability are four key biases standing between women and their ability to enter the technology sector, says Sarah Liu, pictured below, managing director of leadership consultancy The Dream Collective. With women accounting for just 17 per cent of tech jobs, the problem is on such a scale that both tech companies and female candidates need to be part of the solution.



One of Liu's [tips for women](#) is to spend time networking rather than working on their CVs. And learn how to tell your story and showcase your experience and skills.

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## **The big firms that pay consultants the most – and the least**

Advisory giant Accenture consistently pays consultants the highest starting salary compared to the big four consulting firms, with PwC and Deloitte vying for second

place at different experience levels.

At the manager level, which typically requires professionals to have at least seven years of experience, Accenture pays a minimum of \$40,000 more than the next highest paying firm, PwC.

The estimates of minimum pay ranges for consultants at the five major firms shows that KPMG consistently pays the lowest starting salary across the ranks.

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## By the numbers



Thanks to a skills shortage, exacerbated by Australia's closed international border, [about 55 per cent of employers say they will award a salary increase of up to 3 per cent](#) in the next salary review, a survey by recruitment specialist Hays found. A further 12 per cent of employers will award increases of 3 per cent or more.

Lawyers are set to receive the most generous pay increases this year, while skills shortages across the broader professional services sector in particular are likely to

accelerate wages growth faster than employers had planned for.

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## Technology pay in Perth jumps for in-demand roles

Closed borders have led to big salary increases for in-demand technology skills in Perth but the average pay out west still lags well behind Melbourne and Sydney, according to [salary data from recruitment firm Robert Half](#).

The firm's annual salary survey shows that the average salary for a chief information security officer is up 28 per cent to \$160,000 a year in Perth, but remains behind the unchanged average pay for the role in Sydney and Melbourne (\$230,000 a year) and Brisbane (\$220,000).

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## Telstra staff to choose where, when they work



Telstra's workers will not be forced back into the office under a new policy the telco hopes will help it attract and retain the strongest talent.

Before the pandemic, Telstra's office-based employees worked from home two days a week on average. This year, they had been spending three or four days at home, said Alex Badenoch, Telstra's transformation, communications and people group

executive, above.

Under the new rules, those workers will be able to choose where and when they work.

See [here](#) for the full article.

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## Employee feedback inspires big changes



**Sponsored content:** Co-founded by entrepreneurs Andrew and Paul Bassat and Matt Rockman in 1997, SEEK has maintained its core remit of helping people to lead fulfilling and productive working lives, while helping employers to succeed.

“Given the time we all spend at work, it’s important that people enjoy what they do and know that their contribution matters,” says SEEK group human resources director Kathleen McCudden.

See [here](#) for full article.

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## Women facing higher workloads, feel less loyal to employers

Three in four Australian working women say their workloads have increased during the coronavirus pandemic.

A survey by Deloitte also shows about one in two women feel less optimistic about

their career prospects than before the pandemic.

The full article is [here](#).

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## Tip of the week

### Take short breaks - and often

Research shows that rather than having one 30-minute break, hourly five-minute walking breaks will boost energy, sharpen your focus, improve your mood and reduce feelings of fatigue in the afternoon more effectively, notes leadership and executive coach Caroline Kennedy.

And don't even think about working without breaks.

"We need to forget about the stereotype of the innovation genius who works 16 hours straight without a break. This is not the best way for your brain to thrive," Kennedy says.

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## Work wrap

[Telecommunications](#)

### **NBN sacks staff by Zoom amid service problems**

NBN staff were instructed to work from home on Tuesday and assigned five-minute online video meetings with senior executives, during which they were fired.



[Fintech](#)

### **Beforepay founder hands over CEO reins to former Westpac exec**

The fintech buy now, pay later start-up has been growing fast, but has hired former Westpac chief strategy officer Jamie Twiss to lead its push towards an IPO.



[Aviation](#)

### **Qantas staff hit with wage freeze, job cuts**

The airline has imposed a two-year wage freeze on staff and has opened up voluntary redundancies for international crew in a cost-cutting drive.



[Nuix investigation](#)

## **Lack of perks led to Nuix brain drain: ex-staffer**

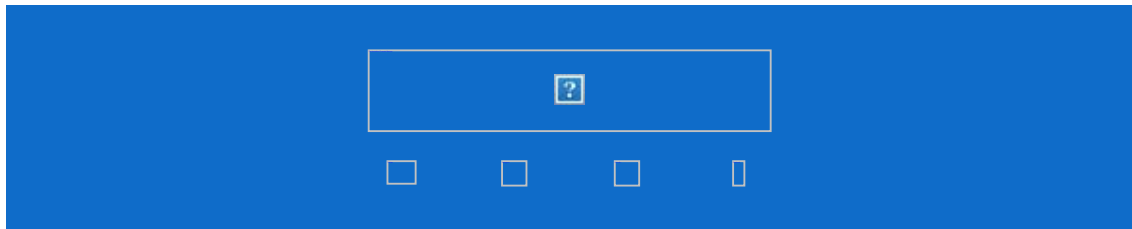
Engineers are quitting in droves because the company does not offer the same incentives as other big tech companies, says ex-staffer.



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## **Best read**

1. [The 'COVID-19 refugees' trading Wall St for Bondi](#)
2. [Is this Christine Holgate's victory?](#)
3. [Coffee giant claims to know the secret to a happy workplace](#)
4. [50 is the new 60 when it comes to defining 'older worker'](#)
5. [Humanities grads moving into cyber security roles](#)



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